

**Report of Industrial Relations Dept.
April, 1945**

COMMUNITY ORGANIZATION:

**1. Industrialists
Conference**

Final plans for the Industrialists Luncheon were completed by your industrial secretary with Mr. Thomas

Roy Jones and Mrs. Forrest his secretary, in Elizabeth. The Luncheon is scheduled for May 10th at the Essex Club, at 12:30 P.M. Invited to attend are the following persons: Messrs. Jack Williams, President of Bamberger's Department Store; Chester Barnard, President New Jersey Bell Telephone Co., Mayor Batt, Montclair, N. J., Dolier, chairman of the Board of Directors, Prudential Life Insurance Co., Smith, President of Johnson & Johnson Co., Shaffer, Congoleum-Nairn, Charles Edison, William Orchard, President, Wallace Tiernan Co., Ulich, President, National Oil Products; Glen Gardner, President, Forstman Woolens, Frank Abrams, Vice-President, Standard Oil of N. J., George Phaus, Area Director, War Manpower Commission. These men represent the largest employers of organizations in New Jersey of industry and private business, and the governmental agency having a greater amount of know-how-contact with all large employers in New Jersey.

The objectives of this Luncheon are as follows: (1) To stimulate the personal interest of those present, in making discrimination against persons solely because they are members of minority groups, a thing of the past. (2) To discuss ways in which members of minority groups may be thoroughly integrated throughout industry wherever there is need for the type of skill or intelligence that such individuals possess. (3) To plan for a Conference on "Integration of Negroes into Industry," to be attended by every president of every large industry or business in New Jersey, and by Governor Edge and certain other properly included persons.

Invitations were sent for the Luncheon over Mr. Jones signature. Your Secretary has been in close touch with Mr. Jones and Miss Forrest anent what we want to develop from the Luncheon, and so far nothing dimming our hope that each of our three main objectives will be satisfactorily realized.

2. Employment Problems Committee

From one source in the community, there comes real discord about the beginning of work by the Employment Problems Committee. From these quarters are going the opinion that the Coordinating Council is the organization to do the work this new committee is about to begin. Several talks have not clarified the thinking behind that individual opinion. After each talk it appears solved, then we hear of the same discord again from the same source.

Opinion from the other members of the committee states displeasure and the urge to call the discordant member to task. The conflict imposes on your Secretary the decision to draw from the members of the committee their individual commitments as to time and work each is willing to give to the Committee's work. From this consensus we shall vote the continuance or conclusion of the Committee. Discussion about this committee with the Executive Secretary, who is also active in the Coordinating Council, showed that any unusual amount of work having to be done by the chairman of this new committee should not be accepted; that this would show a lack of real community support for this work. Jealousies on the part of some persons in the committee are too petty yet disruptive to attempt to ease, if all too much of your Secretary's time is not going to be taken up.

3. General Your Secretary became an active member of the

Program Committee of the New Jersey Welfare Council in response to an invitation from the council in March. Two of these meetings were attended in April. In April your secretary was asked to become a member of the Board of Directors of the New Jersey Consumers League. He accepted and expects to receive that organizations help in his Department Store and Insurance business campaigns during the summer, as well as carrying to the League what he can of help to them.

4. Employer Contacts A special job was undertaken of analysing personnel matters at J.E. Mergott Co. to determine the causes and remedies for a high rate of absenteeism. The

request to do this had come from the company in February, at which time your secretary advised that special records be made for each department in the plant, showing the name of each worker, number of days absent, and number of minutes late, in the month of February and in the month of March. In April your secretary was supplied with copies of these "breakdowns". The main questions was not about Negroes being the "worst offenders" - although two foremen are known to claim that they are. Complete analyses of the company's problem will involve matters making for a good work force, regardless, of color, etc. The plant's absentee rate for February was 9.4%, and for March was 10.5%. This office is interested in the following record from more than one point of view: February - Female (white), 10.5%; female (non-white), 14.8%; male, 5.7%; March - Female (white), 12.4%; Female (non-white), 14.6%; male, 5.9%. Insecurity is least with the males, and increases to its greatest manifestations among non-white females. The report to this company will show why, and show how the absentee rates may be reduced to conform more nearly to the norm of this area.

Routine contact with some twenty-two companies was continued.

5. Discrimination
A.O.A.S.C.

Investigations was made of two of five cases of discrimination reported to this office charging the Atlantic Overseas Air Service Command with discriminatory practices. The five cases were recited to the Personnel chief of the organization involved, and two cases were chosen by your secretary as demanding complete investigation and whatever action the facts would indicate. A series of conferences led to the following results and partially seen in this except from my final letter to the chief of Personnel:

"In the case of Bruce Washington (Negro) and Harry Mansback (white), I am happy to commend you and those on the committee that officially heard and decided the case, on the final action... that Mr. Mansback was separated from your pay-roll to implement equal treatment in the case of a fight between two workers... that an official reprimand has been sent to the officers-in charge (including a colonel) who had failed in the discharge of their duties anent such equal treatment under your own rules and regulations."

"In the case of Edith Humphreys, I am sorry I cannot agree with the findings of those who decided to separate Miss Humphreys from your service. The claim of those responsible for the separations is that Miss Humphreys had been absent much too frequently..."

I do not condone absences that can be prevented. However, standards of this area indicate that Miss Humphreys would not have been separated because of excessive absenteeism in other well-run governmental agencies of this area, particularly with a record of efficiency that is not poor.

Because Miss Humphreys' attendance record was not particularly good, I am not requesting further discussion of her unfortunate separation. There are facts favoring your decision and other facts showing poor judgement in the decision... I hope my position, based on experience in this area is clear; and that in the future your separations will be more clearly warranted."

Public Service Coordinated
Transport Corporation

Two appointments and two casual visits at P.S.C.T.C. netted only one interview worthy of the time. This represents time spent with a Mr. Leo Scanlon, Personnel Manager; after an appointment with Mr. Fields, Industrial Relations Director was not kept by Mr. Fields.

Mr. Fields has been afraid to face the questions of P.S.C.T.C.'s hiring policies with respect to Negroes. He has not even allowed himself to be reached by telephone - his secretary protecting him feebly, admitting unknowingly that Mr. Fields' office is too embarrassed to gather its wits.

Mr. Scanlon states that P.S.C.T.C. is a wonderful organization, employing every qualified person in this hour of manpower shortage, without regard to race, color, creed, or national origin. He states that P.S.C.T.C. has not refused to hire any qualified Negro who

applied for a job as bus-drivers. Your secretary's reminding him of two qualified Negro men referred by your secretary, failed to change Mr. Scanlan's memory. He could not remember any Negroes applications for a job as bus-drivers in his twenty odd years with the company.

The work with this company is going to take a long time and your secretary is laying thorough groundwork, and in writing, to handle to company when the time ripens more acceptably.

Counselling Thirteen vocational counselling interviews were
Program given during April, to six female adults,
 8 males - one twice. Cooperation was continued
with Essex County Hygiene Clinic on a case carried jointly.

Job Placement Twenty-four referrals were made - four male,
and twenty female. Five clerical positions were included and one
special arrangement made for a school teacher from the South who
wished suitable work in Newark for the summer but would have to
return South for two weeks shortly.

Salesgirls The progress of the Industrial Department's salesgirls
program is most disheartening. We secured the
opening several months ago, have now placed four different girls-
but not one of them has continued. One was fired, one quit, (because
of boy-friend trouble) another was transferred (at her own request)
to another department, and the fourth refused to accept the job.
We are still searching for a stable, qualified, Negro girl for a
downtown department store.